NDONDOMEKO YOTHETSERA MAVUTO YA HAIL & COTTON PADZIKO LONSE

Ku Hail & Cotton, Inc., ndi magulu ake (H&C), cholinga chathu ndi kukhala " owona ntima, odalirika, komanso wansangala pogulitsa mitundu yonse ya masamba a fodya ndi zinthu zina zowonjezera phindu kwa opanga katundu wa fodya padziko lonse." Timadzipereka kuchita malonda mwachilungamo ndi ulemu.
Timayesetsa kupanga chikhalidwe chomwe chili chowonekera poyela, chomwe chimalepheretsa zolakwa kuchokera pachiyambi komanso kuzithetsa mwachangu zikachitika. Ndondomeko yathu yothetsera nkhani imalimbikitsa chilungamo ndi umphumphu mwa:

- Kuonetsetsa kuti utsogoleri wa kampaniwu ukulimbikitsa chilungamo ndi zowona.
- Kuthandiza ogwira ntchito kuti adzitha kunena nkhani popanda mantha. Komanso kupeleka mwayi kwa anthu akunja kuti aponye madandaulo awo.
- Kuwonetsetsa kutimakhalidwe opanda umunthu adziwike komanso kukonzedwa nsanga, kulimbikitsa zofunika komanso makhalidwe a bwino.
- Kulimbikitsa antchito onse kunena zinthu mosawopa, zomwe zimalimbikitsa malo a nthchito.
- Kugwilizana ndi zolinga zazikulu za kampani zokhudzana ndi kukhazikika, kulimbikitsa kudzipeleka ku machitidwe a bwino pankhani za ufulu wa anthu, kusamalila chilengedwe, ndi mkhalidwe wosamala antchito.
- Kugwila ntchito ngati chenjezo loyambilila, kuthandiza pozindikila ndi kuchepetsa zoopsa zokhudzana ndi makhalidwe oipa asanapite patali.
- Kuthandiza kampani kutsatila malamulo, ndimiyezo yokhazikika ya makampani, ndikupeleka chithandizo pakuchita bwino kwa bizinesi kwa nthawi yaitali.
- Kupeleka mwayi kwa anthu okhudzidwa a kunja kwa kampani, kuti apeleke nkhani zilizonse zokhudzana ndi bizinesi kapena khalidwe loyipa.

Ndondomeko zokhazikikazi zimathandiza motere:

- Kulimbikitsa chikhalidwe chakuchita zinthu poyela ndi mosabisa, pomwe zomwe zikuganizilidwa kuti zalakwika zimafotokozedwa mwamsanga, ndi chitsimikizo cha kufufuzidwa mozama, kusunga chinsinsi, ndi kuchitapo kanthu kuti zithetse bvutolo.
- Kupeleka malangizo omveka bwino pa momwe mabvuto angalembedwele ndi kuthetsedwa.
- Kusunga ndondomeko yoletsa kulekelera makhalidwe ozunza anthu oneneza, kuwonetsetsa kuti ogwila ntchito ndi anthu ena ofunika atha kuwulula mabvuto opanda mantha ochitidwa nkhaza.

MALILE A NDONDOMEKOYI

Kodi ndi nkhani ziti zomwe zingalembedwe pansi pa ndondomekoyi?
Malingana ndi ndondomeko iyi, kuphwanya malamulo kapena kuchita zolakwa mkati mwa, ndi,kapena m'thandizo la H&C kuyenela kufotokozedwa, kaya kwachitika kale, kukuchitika pano, kapena kukhoza kuchitika kutsogolo. Zina mwa zitsanzo za zolakwa ndi izi;

- Kumphwanya malamulo athu a makhalidwe abizinesi, owona mtima, ndi chikhalidwe choyenera.
- Kuswa malamulo a kampani ya H&C kapena mfundo zake.
- Kuphwanya malamulo okhazikika ndi ndondomeko zake.
- Katangale wa ntundu wina uliwonse, kuphatikizapo kupeleka kapena kulandila ziphuphu, komanso kutsuka ndalama zochokela mu njila zoletsedwa.
- Chinyengo, kuba, kapena kugwiritsa ntchito zinthu za kampani mopanda chilungamo.

- Chipongwe, katangale, kapena kuphwanya malamulo ena aliwonse.
- Kuthandizila kuzemba nsonkho ndi ndikuwelengela chuma mwachinyengo.
- Chipwilikiti cha zokonda ndi ntchito ya munthu.
- Kugwiritsa ntchito udindo molakwika.
- Kubisa zolakwa kapena kuyesa kuzibisa.

Timalimbikitsa anthu ogwila ntchito kukambilana zikayiko ndi mabvuto awo okhudza kuphwanya malamulo komwe kungachitike mu kampani. Komabe, ngati kuulula zolakwika mukampani ndi kovuta kapena kosatheka, timalimbikitsa anthu kugwiritsa ntchiti njira zathu za chinsinsi. Nkhani zimene ndi zopyola muyeso wa ndondomekozi zidzaunikidwabe mosamala ndipo munthuyo adzatumizidwa ku malo oyenelera kuti nkhani yonse iwunikidwe bwino.

Ndani Angapereke Nkhani?

Aliyense amene ali ndi chidziwitso chokhudza zolakwa zochitika ku H&C akulimbikitsidwa kupeleka nkhani., Zitsanzo za magulu omwe akhoza kupeleka zoterezi ndi awa, ndiponso siokhawa:

- Ogwira ntchito (omwe akalipo, kapena akale).
- Alimi, ogwira ntchito m'makampani a fodya, ndi anthu okhudzidwa ammadela akwawo
- Othandizana ndi kampani monga ogulitsa, anzathu a bizinesi, makontrakitala, ndi ogula

Ndi ndani yemwe ali wotetezedwa ndi ndondomekoyi ndipo akutetezedwa ku chiyani?

Aliyense amene angafune kupeleka nkhani ndipo ali ndi chikhulupiliro chakuti akudziwa zoona zake za zolakwa zomwe zinachitika, zikuchitika, kapena zichitika chapafupi; adzatetezedwa motsatira ndodomekoyi, ndipo adzapatsidwa chithandizo choyenera. "Chikhulupiriro choyenela" chitanthauza kuti munthu wina yemwe ali ndi chidziwitso, maphunziro, ndi zochitika zofanana (mnzake) akhoza kuvomereza chikhulupiliro chimenechi. Kwa onena nkhani zabodza ndi cholinga kapena mwadala sadzalandira chitetezo china chili chonse potsatira ndondomekoyi.

Anthu oneneza nkhani adzatetezedwa mosasamala kanthu za zotsatira za kufufuza komanso kaya asankha kulengeza zolakwa kunja kwa akuluakulu oyenera kapena kuwulula pagulu.

Chitetezo kwa anthu omwe amalembera nkhani chimaphatikizirapo chitetezo ku zinthu ngati izi:

- Kuchotsedwa kapena kuletsedwa ntchito.
- Kutsitsidwa paudindo kapena kusakwezedwa paudindo.
- Kuchotsedwa ntchito mwachinyengo (kusiya ntchito chifukwa chikhalidwe chaku ntchito chakhala chosatheka kupilira)
- Kuletsa kapena kukaniza zabwino za anthu apa ntchito
- kuletsa mwayi wopeza maphunziro kapena kupita patsogolo pantchito.
- Chilango cha ndondomeko kapena Chilango china , kuphatikizapo Chilango cha za chuma
- Kuwopseza, kuzunza, kuchititsa manyazi,kapena kunyalanyaza
- Kuyanganilidwa kapena kufufuzidwa kosafunika pantchito
- Zoletsa zosalungama kapena kuchotsedwa kwa zida kapena zopereka za kampani
- Kupatula, kusiyidwa, kusazindikilidwa, kapena kunyalanyazidwa
- Kulembedwa mndandanda wa kuda (kuletsa mwadala kuthekera kupezantchito mtsogolo)

UDINDO

Bungwe Loyang'anira ndi Gulu Lalikulu Loyang'anira

Bungwe la Hail & Cotton loyang'anira (Board of Directors) ndi gulu lalikulu loyang'anira (Senior Executive Team) lili ndi udindo wonse pa ndondomeko iyi komanso kukhazikitsa kwake. Iwo amaonetsetsa kuti pulogalamuyi ikugwira ntchito moyenera, kuteteza chinsinsi ndi kudzilamulira, kuwunika ndi kuyang'anira momwe ikuyendera, kugawa zopereka zokwanira, kupewa ndi kuthana ndi zochita zolanga zolakwika, komanso kuonetsetsa kuti malipoti oyenera akuperekedwa ndi kuti zinthu zokonzera zolakwa zachitidwa.

Gulu Lalikulu Loyang'anira (Senior Executive Team) lisankha membala woyenera komanso wodziyimira payekha kuti akhale Mkulu Wothetsera Mavuto (Issue Resolution Officer) wa kampaniyo. Munthu ameneyu azigwira ntchito payekha ndiponso akhoza kusankha kupereka malipoti kwa aliyense mwa a Board kapena Gulu Lalikulu Loyang'anira kuti apewe kusagwirizana kwa zofuna. Gulu Lalikulu Loyang'anira lipereka chuma choyenera komanso ogwira ntchito okwanira kuti Mkulu Wothetsa Mavuto azitha kuchita ntchito yake modziyimira payekha.

Bungwe la Hail & Cotton Loyang'anira (Board of Directors) ndi Gulu Lalikulu Loyang'anira (Senior Executive Team) adzipereka kuti akhalebe ndi njira zogwira bwino ntchito, zodalirika, komanso zotseguka kuti zithandize anthu kuzika nkhani zomwe zikufunika kulandiridwa kudzera mu unyolo wathu wa phindu. Iwo adziperekanso kuti azidziwitsa mwachangu omwe akhudzidwa za kusintha kulikonse komwe kwapangidwa pa ndondomeko iyi kapena malamulo ake.

Woyanganila Wankulu.

Woyanganila wamkulu mu dziko lililonse ali ndi udindo wokhazikitsa, kulimbikitsa, ndi kupereka zinthu zokwanira kuti ndondomeko iyi igwire bwino ntchito m'dziko lake.

Iwo ali ndi udindo owowonetsetsa kuti ndondomekoyi yawerengedwa ndi kumvetsedwa ndi antchito, komanso kutenga njira zoyenera kuti anthu onse omwe ali m'malo omwe ndondomekoyi ikugwira ntchito mu mgwilizano wathu wa phindu, adziwe kuyambira pomwe ikuyamba kugwiritsidwa ntchito komanso ndi kusintha kulikonse komwe kungachitidwe.

Oyang'anira

Oyang'anira pamlingo uliwonse wa bungwe ali ndi udindo wowonetsetsa kuti malipoti aliwonse omwe iwo adziwa, akulembedwa moyenera mu njira yovomerezeka yotumizira malipoti, kaya ndi wopereka malipoti mwiniwake, iwo eni, kapena ena.

Mkulu Wothetsa Mavuto

Mkulu Wothetsera Mavuto ndiye mtsogoleri woyang'anira kukhazikitsidwa kwa pulogalamu yothetsera mavuto komanso kuwunika ndondomeko.

Mkulu Wothetsa Mavuto amagwira ntchito modziyimira pawokha ndipo ali ndi mudindo otsatirawa:

- Kulandira ndi kufufuza malipoti a mavuto
- Kupanga makomiti ofufuza
- Kulankhulana ndi omwe apereka malipoti a mavuto
- Kumaliza kupanga mapulani othana ndi mavuto pamodzi ndi komiti
- Kusamalira malipoti okhudza kulanga anthu mosayenera (retaliation)
- Kuyankha mafunso okhudza ndondomeko ndi njira zotumizira malipoti
- Kuwunika momwe ndondomeko ndi njira zopotolera malipoti zikugwirira ntchito
- Kupereka malipoti kwa akuluakulu oyang'anira za momwe ndondomeko ndi pulogalamuyi ikuyendera

- Kusanthula zotsatila ndi kupereka malingaliro a zochita
- Kusunga zachinsinsi za anthu onse omwe akukhudzidwa

Mkulu Wothetsa Mavuto ali ndi udindo wonse wosamalira malipoti onse.

NDONDOMEKO

Njira Zotumizira Malipoti a Mavuto
Aliyense angapereke malipoti a vuto kapena khalidwe losayenera pogwiritsa ntchito imodzi mwa njira zotsatirazi:

- Pamaso, polankhula mwachindunji ndi Mkulu Wothetsa Mavuto.
- Pamaso, polankhula ndi oyang'anira kapena akuluakulu a kampani, akomweko kapena alendo.
- Pamaso, polankhula ndi membala wa dipatimenti ya zothandiza ogwira ntchito .
- Pogwiritsa ntchito bokosi la malingaliro lomwe limagwiritsidwa ntchito m'deralo.
- Kudzera mu pulogalamu ya Speeki Mobile App.
- Kudzera pa tsamba la mchezo: https://app.speeki.com/.

Tikulimbikitsa anthu omwe akufuna kutumiza malipoti a mavuto kuti:

- Adziwe ndondomeko za kutumiza malipoti a mavuto
- Adziwe momwe malipoti akuyikidwira mu system
- Adziwe komanso kufunafuna maphunziro amomwe angakhalire otsatira momwe malipoti awo akuyendera
- Kufunsa thandizo pa momwe angaperekere malipoti a mavuto kuchokera kwa antchito a kampani omwe amavomerezeka

Malipoti angalembedwe mu chilankhulo chilichonse cha m'dziko lomwe H&C ikugwirira ntchito.
Zambiri yamunthu zidzasamalidwa molingana ndi Malamulo olimbitsira Chitetezo cha Zambiri (GDPR) kapena malamulo amene akugwira ntchito m'dziko lililonse.

Kufufuza & Nkutsatira
Malipoti onse omwe alandiridwa adzafufuzidwa ndi kutsatiridwa mwachindunji, mwachangu, mogwirizana, ndi mosalakwitsa mpaka athetsedwe. Pa malipoti onse omwe alandiridwa, systemu idzasunga chikalata chathunthu chomwe chidzaphatikizepo zonse zomwe zachitika. Zonenedwa sizingachotsedwe mosasamala.

Zochitika Zokonza
Pomwe kufufuza kumatsimikiza kuti khalidwe losayenera lakhala, likuchitika, kapena likhoza kuchitika, Mkulu Wothetsa Mavuto adzapanga njira yoyenera pokonza mabvutowa.
Zochitika izi zitha kuphatikiza komanso sizidzangolekezla pa:

- Kupewa kapena kulungama khalidwe losayenera
- Kuonetsetsa kuti sichichitika kachiwiri
- Kulanga olakwa.
- Kupereka chithandizo ku zolakwika zilizonse zomwe zatchulidwa
- Kupeleka zotsatila kwa onse ofunikira; ndi
- Kuwunika malamulo, makonzedwe ndi njira za otsogolela kuti zitsatire mavuto omwe akuchitika nthawi zones nkupeleka mayankho.

Mawonekedwe aliwonse a kubwezera kapena kuswa ndondomekoyi angaperekedwe nthawi ina iliyonse popanda malire a nthawi. Woyang'anira Kuthetsa Mavuto adzafufuza mwachangu komanso mozama malipotiwa ndikutenga njira zofunikira kuti ateteze ndi kuthandiza munthu amene wapereka nkhaniyo. Pakatsimikiziridwa kuti pali maganizo ovulaza oneneza,

mayendedwe oyenera adzatengedwa kuti achite, kulanga wolakwa, kuteteza munthu amene wapereka nkhani, ndi kukonza chilichonse chowonongeka chomwe chachitika.

Kutumiza M'Malangizo

Ndondomeko iyi idzafotokozedwapo kwa antchito, olima, opereka katundu, ndi omwe akhudzidwa mwa njira zosiyanasiyana. Kusintha kwa ndondomekoyi kudzafotokozedwa.

Ndondomekoyi idzakhala pa tsamba lathu la mchezo muchilankhulo chodziwika mu dziko limene tikugwilako ntchito, popeza tikufuna kuwonetsetsa kuti aliyense ali mu mgwilizano wa phindu ndi madela okhudzidwa.

Poyamba, ndondomeko iyi idzakhala ilipo mu:

- Chingerezi
- Chispani
- Chibahasaya cha ku Indonesia
- Chipwitikizi cha ku Brazil
- Chidatchi
- Chichewa
- Chishona
- Chinyanja
- Chimandilini cha ku China

Kusindikiza kw nchingerezi kudzakhala kusindikiza yovomerezeka komanso koyika malire pa ndondomekoyi.

Maphunziro

Maphunziro oyenera adzaperekedwa kwa anthu omwe ali m'malo omwe ndondomeko iyi ikugwira ntchito, komanso kwa omwe ali ndi udindo pa ndondomekoyi, kuti aziwonetsetsa kuti akumva bwino njira zotumizira ndi kulandira nkhani za mavuto komanso ndi chitsimikizo cha kutetezedwa ndi kupewa kulangidwa.

Maphunziro adzaperekedwa osachepera kamodzi pachaka kapena pafupipafupi malinga ndi pempho kapena momwe zingawonekere kuti n'zofunikira.

Kufotokozera anthu a Kunja

Ndondomekoyi siyiletsa kuti zolakwa kapena zokayikitsa ziperekedwe kwa akuluakulu oyenera monga momwe amafunikira kapena kuyenera.

H&C imalimbikitsa kuti nkhani zilizonse zokhudza zolakwa ziperekedwe ku kampani poyamba, m'malo mozidziwitsa atolankhani.

Ulamuliro

Ndondomeko iyi yapitilizidwa ndi lamulo la Gulu Lalikulu Loyang'anira (Executive Committee), yatsimikiziridwa ndi Bungwe Loyang'anira (Board of Directors), ndipo idasayiniwanso poyimirira iwo ndi:

Andy Spies - Purezidenti wa Ntchito za Padziko Lonse
Chris Cooksey - Purezidenti wa Ntchito za North America
Eric van der Linden - Purezidenti wa Ntchito za Fodya wa Kampopi
Tsiku: 12/20/2024

Chigawo 1 – Kutambasula Mau.	
Hail & Cotton Inc. ndi Subsidiaries ('H&C')	Hail & Cotton Inc. ndi magulu ena onse omwe (ali ndi umwini mu kampani H&C, kapena amene ali ndi umwini wochepa mu bungwe limeneli) padziko lonse.
Antchito	Anthu ogwila ntchito pansi pa mgwirizano wa ntchito ku Hail & Cotton, Anthu amenewa akhoza kukhala pamgwilizano wakanthawi kochepa, kapena ogonela.
Ogwira Ntchito	Anthu amene ali pa mgwilizano wa ntchito , wosiyana ndi wolembedwa ku H&C. Izi zikuphatikizapo anthu ogwira ntchito za bungwe, alangizi, ogwira ntchito pa mgwirizano wodziyimira pawokha, othandizira, ogwira ntchito zakanthawi, odzipereka, ophunzitsidwa ntchito, ndi antchito a alimi.
Alimi	Munthu amene amalima fodya mwa malonda kwa Hail & Cotton, Kulima kumeneku kukhoza kukhala pansi pa mgwilizano kapena modziyimila payekha.
Operekera Katundu	Munthu kapena bungwe lomwe limapereka katundu, kapena ntchito kwa Hail & Cotton popanda kudzela mwa Mkhala pakati.
Abwenzi pa Malonda	Mabungwe omwe kampani ili nawo mgwirizano wolimbikitsa malowa mwachindunji kapena mwa njila ina. Izi zikuphatikizapo mgwirizano wa mabungwe awiri, omwe amapereka inshuwaransi, othandizira, ndi ogulitsa.
Munthu Wotumiza Nkhani	Munthu amene amatumiza nkhani kapena kudziwitsa zolakwika zomwe wadziwa kapena zomwe akulandira , mopanda chikayiko, kukhulupilila kuti nkhaniyo inali yowona pa nthawi imene amayipeleka.
Zolakwika	Chikhalidwe kapena njira yomwe zikuphwanya malamulo kapena kuthandiza kuti zinthu ziwonongeke..
Njira Zowonetsera Zolakwika	Njira zonenela zomwe zimaperekedwa mwachindunji.
Chithandizo chovulaza.	Chiwopsezo chilichonse, chokhudzana kapena chochokera ku kupereka lipoti lenileni kapena lokayikitsidwa la nkhani, mwachindunji kapena mosemphanitsa, kudzera mu chochita kapena kusachita, chomwe chimayambitsa kapena chingayambitse kuvulazidwa.
Akuluakulu Ozindikila	Ulamuliro uliwonse wa dziko womwe uli ndi mphamvu yofufuza ndi kukonza zolakwa zomwe zanenedwa.